



Newsletter

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Dear Donors, Supporters and Friends,

Welp, we finally did it. After two years of pandemic delays and a good amount of hand-wringing about whether a big event was in keeping with our low-profile “just the results, ma’am” style, we brought more than 150 of y’all together this fall to celebrate our 12th anniversary. What a night! With the premiere of our [grantee profile video](#) and nearly all the leadership of our current and former grantee partners in attendance, our supporters were served a **heaping helping of inspiration**. We are so proud of the impact this group has already enabled; picturing the ever-amplifying ripple effects our portfolio will generate in the years ahead gives us goose bumps.

To that end, we are pleased to share the constituents of our **new 2022-2023 grantee portfolio**. This summer, we researched 185 organizations, solicited applications from 17 nonprofits, and ultimately selected three new grantees, each with the potential to help build pathways out of poverty for our marginalized neighbors. We highlight new entrants and two newly-returned “Follow-on” grantees on page two and share the full 12-member portfolio on page four.

Lastly, we include a key takeaway from our first-time manager training seminar—the Arboretum. What is the fundamental unit of interaction in management? The weekly check-in. **How do you run an excellent 1x1?** Read on.

As always, we endeavor herein to be substantive, candid and brief. We look forward to your feedback.

*Warmly,
The Arbor Rising Team*



[Click](#) for grantee inspiration (6-min video)

<i>New Grantees: Welcome!</i>	2
<i>Optimizing 1x1s</i>	3
<i>Hindsight</i>	4
<i>News From Our Network</i>	4

Welcome to the Portfolio!

We are thrilled to partner with five new and returning grantees in 2022-2023:

SECOND-STAGE

At the Table pairs college-bound and college-enrolled students involved in the foster care system with long-term 1:1 tutors who offer tailored academic instruction and earn roles as trusted advisors and mentors.

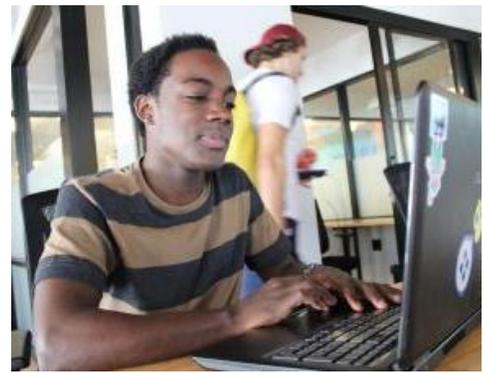
Comp Sci High is a charter school that aims to create economic freedom for its students and and economic power for the Bronx through a computer science curriculum, work-based learning, and community engagement.

Future Leaders Incubator prepares and supports the next generation of visionary educators from underrepresented backgrounds to embark on long-term careers and leadership trajectories within K-12 urban schools.

FOLLOW-ON

Bridge to Enter Advanced Mathematics (BEAM)'s long-term program supports underserved students to develop deep STEM skills, creating pathways for them to become mathematicians, scientists, engineers and programmers.

The Knowledge House is building a diverse pipeline of tech talent from low-income communities across the country by empowering young people with the skills needed to launch successful careers in the tech sector.



Key Components of Optimized 1x1s

Meet with each of your direct reports every week or two. Ask them how things are going, maybe offer a little help. You're a manager – this is how management is done, right? Well...this is how it's often done, but isn't how it's best done.

1-on-1 check-ins are the fundamental unit of management interaction, yet so many of us miss opportunities to get the most out of them. Here are simple-sounding but under-employed suggestions to help optimize these conversations:

A little structure goes a long way.

Ask direct reports to **create the meeting agenda with these three things**: something to celebrate; something to wrestle with together, and a request for something you can do to make them more effective.

Why? This approach empowers teammates while avoiding the default meandering to-do list talk.



Know their dog's name.

Build in time to deepen authentic connections with direct reports. Begin each meeting with a question that demonstrates listening and appreciation for things beyond work performance.

Why? Research consistently shows that a sense of belonging drives performance and lowers turnover.



Expect questions *and* solutions.

Encourage direct reports to ask for help and bring possible solutions for each challenge. Respond with "*Say more...*" or "*Help me understand...*" rather than telling them what to do.

Why? Cultivating a problem-solving mindset supports productive independence over the long term.



HINDSIGHTS

By acknowledging and reflecting upon our shortcomings, we hope to avoid similar oversights in the future. Here are some excerpts from a long list:

1. **Confirm the ballpark.** As we get our growth campaign underway, we are having conversations with long-time supporters around larger multi-year contributions. In one recent meeting, we unintentionally rushed the ask—the zeros in the request surprised the family, and our approach left them feeling pressured instead of partnered. *No bueno.* Going forward, we will aim to preview substantial asks in advance.
2. **Right-size feedback.** Optimizing new program offerings is always an iterative process, and we rely on grantee feedback to improve the experience. In our inaugural four-session Arboretum training, we asked 10 quick questions of participants after each class. This... may have been a little much and depressed response rates over time. We will keep this spirit of humility and reflection going forward while dramatically condensing these feedback loops.
3. **Luddite alert!** Twenty years ago, some smart cookie realized printing and signing and faxing things around in the digital age was rather foolish. They invented DocuSign. Why are we asking our grantees and their board chairs to each individually print out and sign our grant agreements? You see where this is going. We'll fix this next year.

News From Our Network

- Two more AR alums received multi-million grants from MacKenzie Scott! Big congratulations to **CARA**, who received the gift to support their postsecondary access and success work, and **exalt**, who received the gift for their work with court-involved youth. Extremely well-deserved, y'all.
- After years of planning, capital campaigning and negotiating, former grantee **Row New York** has signed a license agreement with the City of New York to build its new Norman Foster-designed boathouse in Washington Heights. A wonderful win for this crew!
- Alejandro Gibes de Gac, Founder of former grantee **Springboard Collaborative**, wrote **this compelling op-ed** arguing that engaging families in their kids' learning is the only scalable, cost-effective, and culturally responsive way to drive learning recovery.

2022-2023 Portfolio



Follow-on

